

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

NO. E(NG)I-82-PMI-68

New Delhi, dated 28-4-82.

The General Managers,
All Indian Railways
C.L.W., D.L.W. & I.C.F.

The Director General,
R.D.S.O.,
LUCKNOW.

The Principal, Railway Staff College, Baroda.
The Principal, Indian Railways Institute of Adv. Track
Technology, Pune.
The Principal, Indian Railways Institute of Sig. Engg.
& Telecommunication, Secunderabad,
The Principal, Indian Railways Institute of Mech. &
Elec. Engg. Jamalpur.
The Chairman, Railway Service Commission, Allahabad,
Bombay, Calcutta, Madras, Muzaffarpur, Patna, Gauhati,
Bangalore, Secunderabad.
The General Manager, Metro Railways, Jawaharlal Nehru
Road, Calcutta-700071.
The c CAO's MTP(R), Delhi, Bombay and Madras.
The Railway Liaison Officer, New Delhi.
The General Manager, Wheel & Axle Plant, 18, Millers
Road, Bangalore-46.
The General Secretary, I.R.C.A., New Delhi.
The Secretary, Railway Rates Tribunal, Madras.
The C.A.O., Central Organisation for the modernisation
of Workshops, 1, Eastern Avenue, Maharani Bagh, Ndw
New Delhi.

Subject: Reversion of employees promoted
after due selection/suitability
within a period of 18 months without
following Disciplinary and Appeal
procedure on the basis of general
unsuitability - Procedure regarding

In terms of Ministry of Railways letter NO.
E(D&A)65 RG6-24 dated 9-6-65, a person who is promoted
to officiate beyond 18 months cannot be reverted for
unsatisfactory work without following the procedure
prescribed in the Disciplinary and Appeal Rules. These
orders are applicable to those employees who have
acquired the prescriptive right to the officiating
post by virtue of their empanelment or having been
declared suitable by the competent authority and do
not apply to those officers officiating as stop gap
arrangement on ad hoc basis and also to those cases
where the employees duly selected have to be reverted
after a lapse of 18 months because of cancellation of

selection proceedings or due to a change in the panel position consequent to rectification of mistakes in seniority etc.

N.F.I.R. in the PNM meeting held with the Railway Board on 23/24-12-1981 pointed out that cases of reversion falling within a period of 18 months on the basis of general unsuitability should also be covered under the procedure prescribed in Disciplinary and Appeal Rules i.e. due procedure of D & A Rules should be followed in such cases of reversion on the basis of general unsuitability occurring within 18 months of the period of promotion. This suggestion of the Federation was not agreed to. It was, however, agreed that broad guidelines should be laid down to determine the unsuitability of the employees for such reversion within a period of 18 months. Ministry of Railways have accordingly evolved the following procedure for effecting the reversion of a person promoted after due selection within a period of 18 months of promotion, on account of unsatisfactory performance of the employees, such unsatisfactory performance being judged from:-

- i) the annual Confidential reports of the employee, if already written;
- ii) by calling for a special report on his performance if Confidential Report has not been written so far;
- iii) reversion should take place only after the incumbent has been warned for unsatisfactory performance and after having watched his subsequent performance after warning.
- iv) decision for such reversion should be taken at the level of DRM in the Division and Head of Department for headquarter controlled posts.

Anand
(D.D. AGGARWAL)
JOINT DIRECTOR ESTABLISHMENT
RAILWAY BOARD

No.E(NG)I/82/PMI/68

New Delhi, dated 28-4-82

Copy to:

- (i) The General Secretary, AIRF, 4 State Entry Road, New Delhi. (with 25 spares).
- (ii) The General Secretary, NFIR, 3, Chelmsford Road, New Delhi. (with 25 spares).
- (iii) All members of the National/Departmental Council under the JCM Scheme.
- (iv) Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi.

S. Panthapuri
FOR SECRETARY, RAILWAY BOARD

COPY TO:- E(NG)II, E(LR)I (with 60 spares), F(E)II, E(RB)I, II, III and Desk, E(GR)I & II, Cash III, E(D&A) (with 5 spares) Branches of Railway Board